

BIO

M. RUTH EVANS

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Ruth@hr-management.com

Owner, The Evans HR GROUP

April 1, 1996 - current

Ruth founded The Evans HR GROUP (formerly Human Resource Solutions) April 1, 1996. The Company is a full-service human resource management company and payroll bureau. Human Resource professionals provide services at employer sites, by phone, or Internet. Services include staffing, training, counseling, investigations, compensation and benefit planning/implementation, policy and procedure development including employee handbooks, safety/workers compensation administration, and other special projects. Ruth is also an Expert Witness for human resource issues.

Director HR and Corporate Communications, The Vendo Company

January 1988 – March 1996

Ruth managed a human resource staff for this international corporation with sales throughout the U.S., Mexico, Central America, Europe and Asia. She had a staff of 8 to 10 human resource professionals and administrative employees who supported a total of 550 union and 150 salaried employees. Her responsibilities included implementation of EEO policies, labor relations and contract negotiations, compensation and benefit administration, investigation of complaints, grievance resolution, staffing, safety and workers compensation administration, and development and implementation of a corporate communications and public relations program. She was an active member of the Executive Committee, MRP Steering Committee, and the Sales and Operations Planning Committee.

Vice President Administration, American Box Corporation (previously American Forest Products Corporation, Bendix Forest Products Corp., and General Box Distributors) (plus other positions)

June 1966 – January 1988

The Company experienced several mergers during her tenure. Her last position included responsibilities for all human resource functions, safety, hazardous waste management and communications, office administration including all insurance functions, capital projects for multiple locations, fleet administration. The Company's employment level ranged from 450 to 700 employees in multiple locations, with three unions on site in Fresno and other unions represented at several of the distribution centers.

Other

Investigations

- Workplace Environmental Assessments
- Sexual Harassment
- Racial Harassment and Discrimination

Seminars, Speaking Engagements

- Almond Hullers and Processors Association – Tips from HR

- CSUF, Business School – Addressed undergraduate classes on personnel issues
- Council on Management – FMLA/ADA/Workers Comp, Retention
- Employment Law Seminar sponsored by Central California Small Business Development Center – Workplace Violence
- AgSafe Conference, Monterey – Workplace Violence
- Employment Law Update for Construction
- Greater Fresno Area Chamber of Commerce – Recruiting and Retention

Community Involvement, Current:

Greater Fresno Area Chamber of Commerce:

Vice Chair Governmental Affairs Division
Chair Governmental Affairs Council
2005 Chair of the Board of Directors

San Joaquin Valley Political Academy

Chair of the Board of Directors
Chair of the Curriculum Committee

Fresno ChamberPac Board of Directors (Chamber's Political Action Committee)

Member of the Joint Powers Authority for Public Safety Integration

Fresno County Republican Party Central Committee

Member of 5-Member Panel to pick stand-in for Councilmember Larry Westerlund

Past Boards/Memberships:

Fresno Chamber of Commerce

Past Chair of Business Education Committee
Past Chair of Business Development Committee

Institute of Family Business

Past Board Member

Workforce Investment Board

Past Chair of the Board of Directors
Past Chair of Planning and Development Committee
Past Member of Business and Industry Committee
Past Chair Ad Hoc Water Alliance Committee

Sid Craig School of Business

Past Chair Business Advisory Committee (2 years)

Leadership Fresno, Class X

Commission on the Future of Education in Fresno County

Fresno Business Council

Member of Congressman Dooley's Committee to Elect Fresno Unified School Board Slate

Professional Organizations

National Society for Human Resource Management; Human Resource Consultants Forum; Human Resource Society of Central California; Central Valley Safety Society.

Education

Major in business – Fresno City College

Many seminars and other course work on personnel, leadership, and management